

Action	Objective	Action Plan	Funding Source	Funding	Timeline	Responsibility	Progress Status	Result
Goal 1	Advance the scope and quality of academic programs							
1-1	Expand opportunities for students to work collaboratively with faculty on research, scholarship and service learning	<ul style="list-style-type: none"> • QEP-funded UG research projects • Grow UG Research Symposium • Add UG Research Symposium awards • Add UG Research courses in depts. • Increase # of courses with service learning components 	QEP A&S A&S A&S –	variable – 300 – ongoing	2010 ongoing Sp 2010 Sp 2010 ongoing	VSU QEP deans URC & dean dean & heads depts		
1-2	Continue and expand participation in core curriculum assessment and the evaluation of the university's general education outcomes	<ul style="list-style-type: none"> • Support incremental plan to assess core curriculum • Begin A&S discussion of new core flexibility 	– –	– –	Sp 2010 Sp 2010	dean dean		
1-3	Expand support services and resources to benefit classroom instruction	<ul style="list-style-type: none"> • Acknowledge and highlight benefits A&S received from 2010 funding pools • Solicit instructional needs on semester basis • Seek to increase A&S budgets • Seek funding sources for instructional needs • Create responsibility statement for syllabi 	– AE funding – funding pool –	– ongoing ongoing grants –	2010 ongoing ongoing ongoing ongoing	dean dean to provost dean dean dean		
1-4	Recruit and retain more tenure track-faculty	<ul style="list-style-type: none"> • Request new TT faculty lines • Continue on 3-yr plan to convert FTT to TT 	provost provost	TBA TBA	TBA TBA	dean & dept heads dean		
1-5	Recruit and retain a multi-culturally diverse tenure-track faculty to reflect the student population	<ul style="list-style-type: none"> • Create courses/programs that attract multi-culturally diverse faculty • Explore creating a network for multi-culturally diverse faculty at VSU 	– –	– –	ongoing ongoing	depts depts & dean		
1-6	Achieve a balance of course sizes appropriate to the discipline and the level of the course	<ul style="list-style-type: none"> • Develop departmental enrollment plans that include needed super sections 	–	–	ongoing	dept heads		

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1-7	Increase the ratio of lecturers to temporary instructors and adjuncts who teach the core curriculum	<ul style="list-style-type: none"> • 3-yr plan to convert FTT to lecturers 	provost	varied	2012	provost & dean		
1-8	Expand opportunities for student participation in study abroad, student exchange, field experiences, and experiential learning	<ul style="list-style-type: none"> • Add study abroad programs 	–	–	ongoing	depts		
		<ul style="list-style-type: none"> • Seek funding for A&S study abroad students 	TBA	TBA	ongoing	dean & intl prog		
		<ul style="list-style-type: none"> • Advertise study abroad/exchange/field studies/service learning for students 	dean	varied	ongoing	dean		
1-9	Increase students' opportunities to develop written and oral expression, quantitative and critical thinking skills	<ul style="list-style-type: none"> • Create A&S summer field studies program 	TBA	varied				
		<ul style="list-style-type: none"> • Participate in new CORE requirements in US, GL and CR courses. 	–	–	ongoing	dept heads /dean		
		<ul style="list-style-type: none"> • Establish A&S critical thinking and writing program 	A&S	TBA	ongoing	dean		
1-10	Increase A&S students' sense of community	<ul style="list-style-type: none"> • Explore quantitative skill assignments in A&S courses 	–	–	ongoing	dept heads /dean		
		<ul style="list-style-type: none"> • Incorporate these skills into Freshman Learning Communities 	TBA	TBA	ongoing	FLC coordinator & dean		
		<ul style="list-style-type: none"> • Create A&S Student Ambassadors • Create A&S student orientation • Create A&S career workshops • Create events for undeclared students 				dean dean dean dean		
1-11	Continue to improve advising process within departments	<ul style="list-style-type: none"> • Create departmental advisory materials. 				dept head		
1-12	Facilitate interdisciplinary and integrative student learning	<ul style="list-style-type: none"> • Bundle A&S courses in FLCs 	–	–	ongoing	dept heads /dean		
		<ul style="list-style-type: none"> • Develop new A&S initiatives 	–	–	ongoing	dept heads /dean		
		<ul style="list-style-type: none"> • Develop Center/Institute for regional projects 	TBA	TBA	ongoing	dean		

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1-13	Develop more online and interdisciplinary programs at the undergraduate and graduate levels	• Submit A&S online initiatives to Vision funding requests	–	–	ongoing	dept heads /dean		
		• Identify programs that have national online appeal	–	–	ongoing	dept heads /dean		
		• Add new minors and tracks within disciplines	–	–	ongoing	dept heads /dean		
		• Develop new graduate programs	–	–	ongoing	dept heads /dean		
1-14	Continuously assess teaching, learning and academic programs with an eye to relevance and national standards and best practices	• Establish assessment plans in each dept to be posted on Web and updated annually.	–	–	April 2010	dept heads /dean		
1-15	Implement STEM Strategic Plan	• Establish STEM Coordinator	–	–	Sp 2010	dean		
		• Develop summer STEM programs	–	–	Su 2010	STEM coord		
		• Seek STEM funding	–	–	ongoing	STEM coord		
		• Assess learning in STEM core courses	–	–	ongoing	STEM coord/dept, heads/dean		
1-16	Increase student awareness of departmental, college & VSU awards and of regional & national scholarship opportunities	• Post scholarship opportunities on A&S, departmental and program websites	–	–	Sp 2010	dept heads/dean		
		• Develop scholarship brochure	TBA	–	Sp 2010	dean		
		• Identify Honors Program as help center for applications	–	–	ongoing	dir Honors prog & dean		
1-17	Develop an ongoing dialogue among A&S faculty and departments on issues pertinent to our mission	• Establish faculty events (forums, brown bags, teaching circles, etc.)	dean	TBA	ongoing	dean / dept heads		

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Goal 2	Advance the strengths and scholarly engagement of the faculty							
2-1	Continue and develop mentoring programs for faculty	<ul style="list-style-type: none"> Establish departmental peer review (pre-tenure/post-tenure) and mentoring procedures for faculty. 	–	–	ongoing	dept heads/dean		
2-2	Establish funding for colloquia on faculty scholarship	<ul style="list-style-type: none"> Establish A&S colloquia on scholarship 	dean	–	ongoing	dean		
2-3	Facilitate interdisciplinary collaboration among faculty in teaching and research	<ul style="list-style-type: none"> Continue to sponsor A&S courses in Freshman Learning Communities 	–	–	ongoing	dept heads/dean		
		<ul style="list-style-type: none"> Establish awards/workshops/mini-conference for interdisciplinary teaching 	dean	–	ongoing	dean		
		<ul style="list-style-type: none"> Establish awards/presentations for interdisciplinary research 	dean	–	ongoing	dean		
2-4	Create a college-wide program that showcases faculty scholarship	<ul style="list-style-type: none"> Add faculty scholarship to A&S website 	–	–	ongoing	dept heads/dean		
		<ul style="list-style-type: none"> Recognize faculty presentations at A&S meetings 	–	–	ongoing	dean		
2-5	Expand international collaborations for research	<ul style="list-style-type: none"> Work with International Education and Sponsored Programs and Research Administration to secure funding to support international collaborations. 	–	–	ongoing	dean		
2-6	Provide peer-competitive research, travel and development funds for faculty	<ul style="list-style-type: none"> Encourage administration to increase funding levels 	provost	TBA	ongoing	dean		
		<ul style="list-style-type: none"> Reinstate CAR funding from Provost/VPAA 	provost	10,000	ongoing	dean and CAR dir		
		<ul style="list-style-type: none"> Seek additional funding for CAR 	–	–	ongoing	CAR dir		
		<ul style="list-style-type: none"> Increase grant productivity for additional indirects that fund faculty projects 	–	–	ongoing	dean/dept heads		
		<ul style="list-style-type: none"> Seek additional funding through graduate assistantship in dean's office 	grad school GA ships	TBA	ongoing	dean		

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2-7	Initiate creative compensation packages for new faculty, such as start-up funds, moving expenses, and reassigned time	<ul style="list-style-type: none"> • Seek endowment for faculty start-up funds • Support current faculty scholarship course reassignment funding pool 	VSU foundation	TBA	ongoing	dept heads/dean		
			P&B	TBA	ongoing	dean		
2-8	Provide reassigned time for junior faculty in their tenure-earning years: one release in the first year and another following pre-tenure review	<ul style="list-style-type: none"> • Encourage faculty to apply to scholarship reassignment funding pool. 	P&B	TBA	ongoing	dept heads/dean		
2-9	Increase recognition of faculty in professional excellence	<ul style="list-style-type: none"> • Recognize faculty via A&S colloquia on scholarship • Recognize books, grants, and articles at College meetings and in A&S Newsletter 	–	–	ongoing	dean		
			–	–	ongoing	dept heads/dean		
2-10	Increase grant-supported research through staff support, seed funding and faculty attendance at grant-writing workshops	<ul style="list-style-type: none"> • Maintain student interns from A&S departments for academic support in dean's office. • Maintain graduate assistant for academic support in dean's office • Assign STEM grant oversight • Explore dean's office support for at least one course release for major grant writing when indirects permit 	–	–	ongoing	English dept/dean		
			grad school	TBA	ongoing	dean		
			–	–	ongoing	dean		
			dean's indirect	\$2300 per semester	ongoing	dean		
2-11	Provide more sponsored professional development/scholarship opportunities for tenure track-faculty	<ul style="list-style-type: none"> • Encourage faculty to apply to scholarship reassignment funding pool • Encourage Provost to fund more Leave with Pay requests 	P&B	TBA	ongoing	dept heads		
			provost	TBA	ongoing	dean		
2-12	Achieve a 3:3 teaching load for faculty	<ul style="list-style-type: none"> • Discuss ways to achieve a reduced teaching load 	–		Sp 2010	dean		

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Goal 3	Advance Community Outreach and Partnerships							
3-1	Expand and foster opportunities for students to engage in community-based research and service learning and service through curriculum development and collaboration with community-based agencies	• Expand CAR partnerships	–	–	ongoing	CAR dir		
		• Establish center/institute for regional research projects	–	–	ongoing	dean		
		• Infuse service learning/field experiences into more A&S courses	–	–	ongoing	dept heads/deans		
		• Add integrative learning assignments to Freshman Learning Communities	–	–	ongoing	FLC coordinator & dean		
3-2	Increase K-12 STEM collaborations	• Develop summer programs for STEM students and teachers	–	–	ongoing	STEM coord & dean		
		• Develop/maintain K-12 contests in STEM areas	–	–	ongoing	STEM coord		
		• Invite 6-12 STEM students to VSU BioChem research labs	–	–	ongoing	Stem coord		
3-3	Provide excellent professional service that is relevant to our region	• Continue existing and establish new relationships within community.	–	–	ongoing	dept heads, dean CAR/STEM dir		
		• Create and maintain social and informational events for targeted community members	–	–	ongoing	dept heads, dean CAR/STEM dir		
3-4	Promote economic development in our region through partnerships with local business and industry	• Continue and build on partnership with Industrial Authority to target business relationships	–	–	ongoing	dean		
		• Explore relationships with businesses that provide internships opportunities for A&S students	–	–	ongoing	dean, CAR/STEM dir		
		• Establish and build “Friends of A&S” and “A&S Ambassadors” to encourage connection with alumni and community	dean	–	ongoing	dean		

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3-5	Provide greater access, engagement and outreach to underrepresented groups in our community	<ul style="list-style-type: none"> Establish STEM initiative that targets underrepresented groups in our community 	–	–	ongoing	CAR/STEM dir		
		<ul style="list-style-type: none"> Seek educational funding opportunities for faculty/student work with underrepresented groups in our community 	–	–	ongoing	dean, CAR/STEM dir		
		<ul style="list-style-type: none"> Establish initiative within center/institute that targets underrepresented groups in our community. 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> Discuss with A&S faculty the possibility of A&S community projects. 	–	–	ongoing	dean		
3-6	Provide increased support for established and new partnerships with public schools in our region	<ul style="list-style-type: none"> Establish relationship with teachers in A&S teacher-certification areas. 	–	–	ongoing	dean, heads, CAR/STEM dir		
		<ul style="list-style-type: none"> Target teachers in STEM areas for STEM projects 	–	–	ongoing	CAR/STEM dir		
		<ul style="list-style-type: none"> Invite area science and math teachers to science/math events 	–	–	ongoing	CAR/STEM dir		
3-7	Enhance connections between academic programs and student life	<ul style="list-style-type: none"> Initiate A&S programs in residence halls. 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> Compile and disseminate a list of topics faculty could present in residence halls. 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> Establish A&S student ambassador programs. 	–	–	ongoing	dean		
3-8	Strengthen cooperative relationships with other colleges and programs on campus	<ul style="list-style-type: none"> Partner with COE on grants 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> Partner with CFA on student interns for A&S websites and promotional materials 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> Partner with CFA on new Freshman Learning Communities 	–	–	ongoing	FLC coordinator & dean		
3-9	Create regional partnerships with other academic institutions	<ul style="list-style-type: none"> Provide ongoing support for South Georgia Regional STEM Institute 	–	–	ongoing	CAR/STEM dir		
		<ul style="list-style-type: none"> Partner with other institutions on grants 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> Seek partnerships for emerging opportunities 	–	–	ongoing	dean		

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3-10	Expand international collaborations to enrich the cultural life of South Georgia	<ul style="list-style-type: none"> • Seek partnerships for emerging opportunities 	–	–	ongoing	dean		
3-11	Create an A&S calendar and newsletter	<ul style="list-style-type: none"> • Assign student interns to A&S Newsletter to be published at least twice annually 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> • Establish A&S Calendar on College website 	–	–	Sp 2010	dean		
Goal 4	Advance the Funding Base of the College							
4-1	Build a sense of community and lifelong relationship with A&S alumni	<ul style="list-style-type: none"> • Establish ongoing newsletter as one form of communication with alumni. • Encourage alumni to join "Friends of A&S" and "A&S Ambassadors." 	dean's office	–	ongoing	dean		
			dean's office	–	ongoing	dean		
4-2	Secure a development officer for the college	<ul style="list-style-type: none"> • Maintain relationship with University Development and Advancement and request at least annual report to faculty on initiatives underway 	–	–	ongoing	dean		
		<ul style="list-style-type: none"> • Establish departmental relationships with alumni. 	–	–	ongoing	dept heads /dean		
		<ul style="list-style-type: none"> • Highlight A&S funding needs in A&S Newsletter and all A&S websites. 	–	–	ongoing	dean		
4-3	Endow the College of Arts & Sciences	<ul style="list-style-type: none"> • Keep working with University Advancement to endow College of A&S. 	–	–	ongoing	dean		
4-4	Work to achieve the goals articulated in the 2008 Capital Campaign document	<ul style="list-style-type: none"> • Keep working with University Advancement to endow College of A&S and 2008 Capital Campaign initiatives 	–	–	ongoing	dean		
4-5	Establish A&S ambassadors/"friends of A&S" for development	<ul style="list-style-type: none"> • Hold first A&S event spring 2010 and continue events. 	–	–	Sp 2010	dean		
4-6	Hold events for alumni and donors	<ul style="list-style-type: none"> • Plan events for 2010-2011. 	dean's office	\$1,500	Sum 2010	dean		

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4-7	Foster an altruistic attitude among our faculty	• Hold fall 2010 annual giving event	VSU foundati on	–	ongoing	dean		
		• Note faculty giving in A&S Newsletter	–	–	ongoing	dean		
		• Establish A&S Philanthropic Award	dean's office	TBA	ongoing	dean		
4-8	Seek grants and corporate sponsorship for A&S initiatives	• Maintain dean's office graduate assistantship for funding initiatives	grad school	TBA	ongoing	dean		
		• Explore course reassignment in dean's office for large funding initiatives	dean's office	TBA	ongoing	dean		
4-9	Increase number of CAR-funded projects	• Continue to foster relationships with business community	–	–	ongoing	CAR dir		
		• Showcase existing partnerships	–	–	ongoing	CAR dir		
		• Invite potential sponsors to campus	–	–	ongoing	CAR dir		
4-10	Make fundraising for scholarships and fellowships for underrepresented minority undergraduate students a priority	• Establish a variety of A&S scholarship funds	VSU foundati on	TBA	ongoing	dean		
4-11	Promote and implement entrepreneurship within departments and the college to raise Foundation funds	• Seek revenue-producing initiatives within departments and the College of A&S	–	–	ongoing	dept heads		
		• Create a list of A&S entrepreneurial initiatives	–	–	ongoing	dean		
		• Create entrepreneurial award	dean's office	TBA	ongoing	dean		